

**Memorandum of Understanding
between Cupertino Union School District (CUSD)
and California School Employees Association, Chapter 13 (CSEA)**

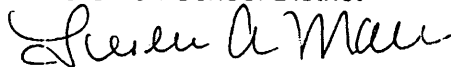
Retirement Incentive for the 2020-21 School Year

The District and California School Employees Association, Chapter 13 (CSEA) unit members agree to the following Retirement Incentive for the 2020-21 school year:

Health and Welfare Benefits – Retirement Incentive:

- A. 2020-2021: Eligible unit members who give notice of retirement by February 1, 2021 and indicate retirement date shall be entitled to continue to receive the same level and coverage of medical benefits they were receiving during the 2020-2021 school year until age 65. These benefits will be on the same basis as benefits that are provided for current employees, including any changes in plans/coverage and premium contributions by the District or employees during the period of time the retired unit member is receiving benefits under this incentive. Health and welfare benefits under this MOU will continue from retirement date until age 65.
- B. Exceptions will be made to the foregoing requirement of "fixing" retiree benefits at the employee's 2020-21 level based on major life changes occurring subsequent to the 2020-21 school year that are "qualifying events" pursuant to insurance plan/carrier requirements and conditions.
- C. Eligibility/Terms and Conditions
- i. To be eligible, unit members must have provided ten (10) cumulative years of service in the District. These years of service need not be consecutive.
 - ii. Part time FTE service shall count as a full year for purposes of meeting the ten (10) year requirement above. Unit members less than 1.0 FTE at the time of retirement shall, however, receive a proportional benefit payment.
 - iii. Unit members must actually retire into the PERS system (as opposed to a resignation without actual retirement) unless the unit member is not enrolled in PERS. For unit members who are not enrolled in PERS, they must not work for another PERS employer in California while receiving benefits from the District.
 - iv. For the 2020-21 school year, the District will determine the minimum number of retirees necessary to implement the incentive; if this number is not reached, the incentive is not required to be implemented. Retiree letters will be expressly contingent on implementation of the incentive. If it is not implemented, the letters may be rescinded, any benefits received will be terminated and the employee will not be expected to reimburse the District for benefits already received.

Cupertino Union School District



California School Employees Association, Chapter 13



September 4th, 2020



 9/6/20

September 3, 2020

Date

Date

